

29 December 1959  
D-R-A-F-T

jmc

25X1A9a  
[REDACTED]

25X1A9a

Career Service Comments (Section E)  
Career Preference Outline

The career preferences of 25X1A9a [REDACTED] have been reviewed by the Board and seem appropriate and compatible with his qualifications. He is encouraged to undertake appropriate training as required. On item B.2. of Section C the Board feels that, although the suggestion has considerable merit, existing security policy and other difficulties preclude the accomplishment of such area familiarization.

MEMORANDUM FOR: Chairman, ORR Career Service Board 25X1A9a  
SUBJECT: Career Preference Outline Of [REDACTED]

1st Indorsement

A. COMMENTS BY (DIVISION) (STAFF) CHIEF

25X1A9a 25X1A9a  
I endorse [REDACTED] comments and approve of [REDACTED] program with an exception. I would be reluctant to have him lose a year by attending a military college.

12 March 1958

Date

25X1A9a

Signature

Chief, D/OS

2nd Indorsement

B. COMMENTS BY AREA CHIEF (When Applicable)

- ☒ I concur in (Division) (Staff) Chief's comments.  
☐ As the employee is not personally known to me, I accept the comments of the (Division) (Staff) Chief.  
☐ Other (please specify):

51 MAR 1958

Date

25X1A9a (Signed)

Signature

S-E-C-R-E-T

(When Filled In)

## CAREER PREFERENCE OUTLINE

This Outline, when completed, is a documented description of the individual's career interests and proposed career activities together with the comments of his supervisor and his Career Service. The original will be filed in the employee's Official Personnel Folder and will serve as a guide for future personnel actions affecting him. Implementation of career preferences must depend upon the needs of the Organization.

- CONSULT ATTACHED INSTRUCTION SHEET PRIOR TO COMPLETING THIS OUTLINE -

## SECTION A.

## GENERAL

1. NAME OF EMPLOYEE (Last-First-Middle) <b>25X1A9a</b>	2. DATE OF BIRTH <b>5 August 1921</b>	3. SERVICE DESIGNATION <b>TR</b>	4. GRADE <b>GS-150.01</b>
5. <b>None</b>	6. POSITION TITLE <b>Geographer</b>	7. OCCUPATIONAL CODE <b>0150.01</b>	8. OFFICE OF ASSIGNMENT <b>OSF/CS/USAR Branch</b>

## SECTION B.

## CAREER INTERESTS

## 9. GENERAL TYPE OF ACTIVITY

**Reports analysis**

## 10. SPECIFIC TYPE OF ACTIVITY (Including assignments)

## A. IMMEDIATE (Within next 1 to 2 years)

**Continuation of present assignment as a geographer specializing on the USSR.**

## B. LONG-RANGE (Within next 3 to 5 years)

**Positions of greater responsibility in the geographic field, or in fields of general intelligence work to which a professional geographer can make a strong contribution, e.g., in the planning of operations or the analysis of current intelligence problems of a broad scope.**

## SECTION C.

## TRAINING

## 11. ORGANIZATIONAL, EXTERNAL, AND ON-THE-JOB TRAINING

## A. IMMEDIATE (Within next 1 to 2 years)

- 1. Effective Speaking I-5**
- 2. Scientific Intelligence I-4**

## B. LONG-RANGE (Within next 3 to 5 years)

- 1. Senior Military College such as Army War College, Carlisle, Pa.**
- 2. Area familiarization -- either by short tours of at least 2-3 months in the USSR, or preferably by a 1-year assignment to advanced graduate study in the Department of Economic Geography of the University of Moscow.**

## 12. ADDITIONAL COMMENTS

**The last suggestion is based upon the premise that such training will become possible in the near future, and that necessary Agency clearances and approvals are arranged. Not only would such an assignment complete the one missing phase of my 10-year period of training as an area specialist, but it would also be of material advantage to the Agency to have someone participate in a unit of the Soviet educational system that plays such an important role in the formulation of plans for the economic development of the various parts of the USSR.**

**I RECOGNIZE THAT THE IMPLEMENTATION OF MY CAREER PREFERENCES MUST DEPEND UPON THE NEEDS OF THE ORGANIZATION. I UNDERSTAND THAT MY PERFORMANCE, CAPABILITIES AND INTERESTS WILL BE GIVEN DUE CONSIDERATION.**

## 13. DATE COMPLETED

**11 Feb 1958**

## 14. SIGNATURE OF EMPLOYEE

**25X1A9a**

SECTION D Sanitized - Approved For Release CIA-RDP63-00314R000100360033-8

15. RELATIVE TO CAREER INTERESTS OF EMPLOYEE

25X1A9a

[REDACTED] career interests are supported by his background, training, and experience with the Agency. He is very competent and is making a valuable contribution to the Agency in his present assignment. In his work in geographic intelligence he is developing a capacity which could serve him well in a possible future assignment dealing with intelligence problems of either an operational or of a broader scope than specifically geographic intelligence.

16. RELATIVE TO TRAINING FOR EMPLOYEE

25X1A9a

The training suggested for both short range and long range is consistent with both the interests of D/GO and [REDACTED]. Although the desire for training in the Soviet Union is somewhat ambitious, it is possible that some form of such a program might be practical 3 - 5 years hence.

17. TYPED OR PRINTED NAME OF SUPERVISOR

25X1A9a

19. TITLE

Chief, USSR Branch

18.

20.

SECTION E.

FOR USE OF CAREER SERVICE

21. COMMENTS

22. TYPED OR PRINTED NAME

23. SIGNATURE

24. TITLE

25. DATE

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